



---

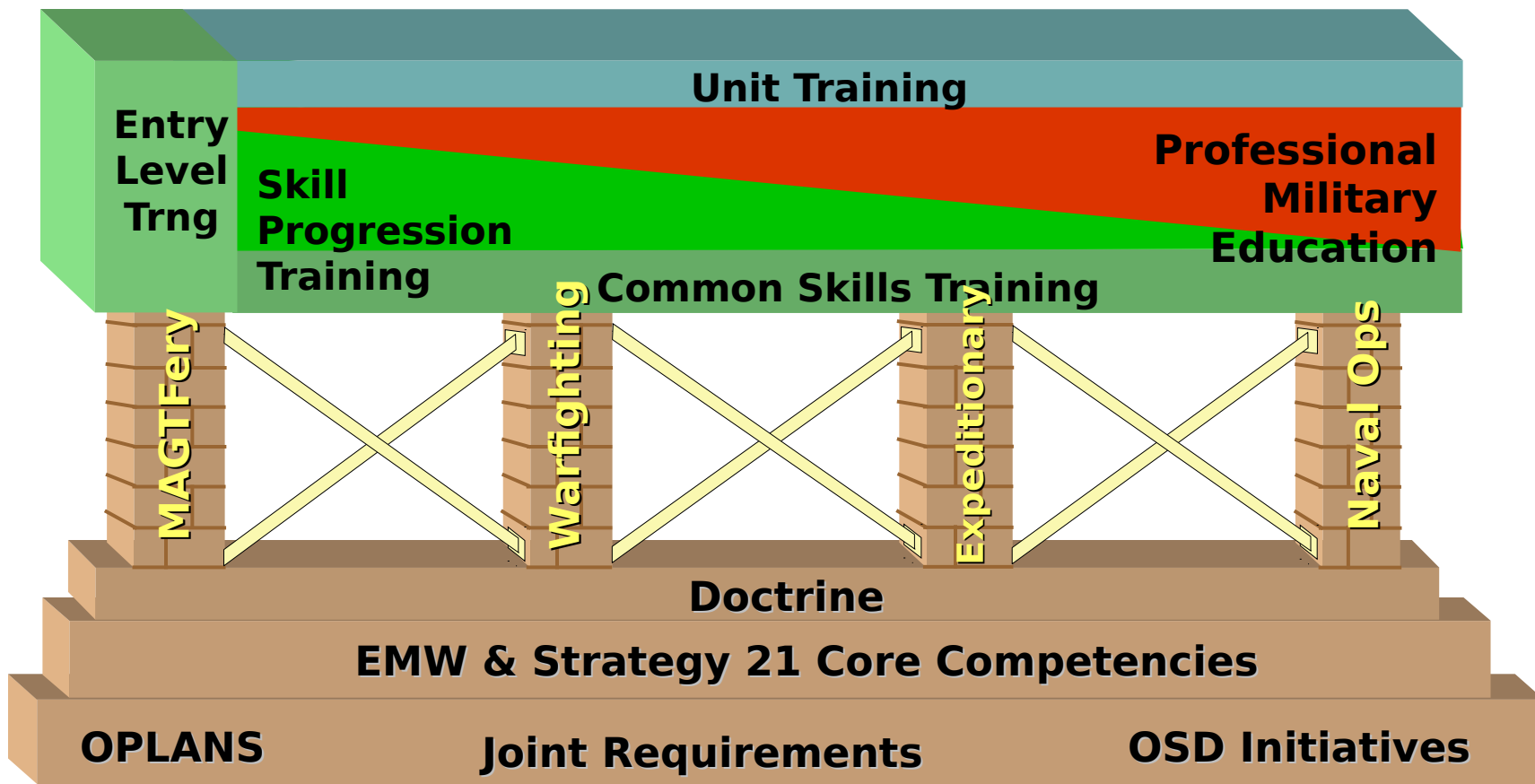
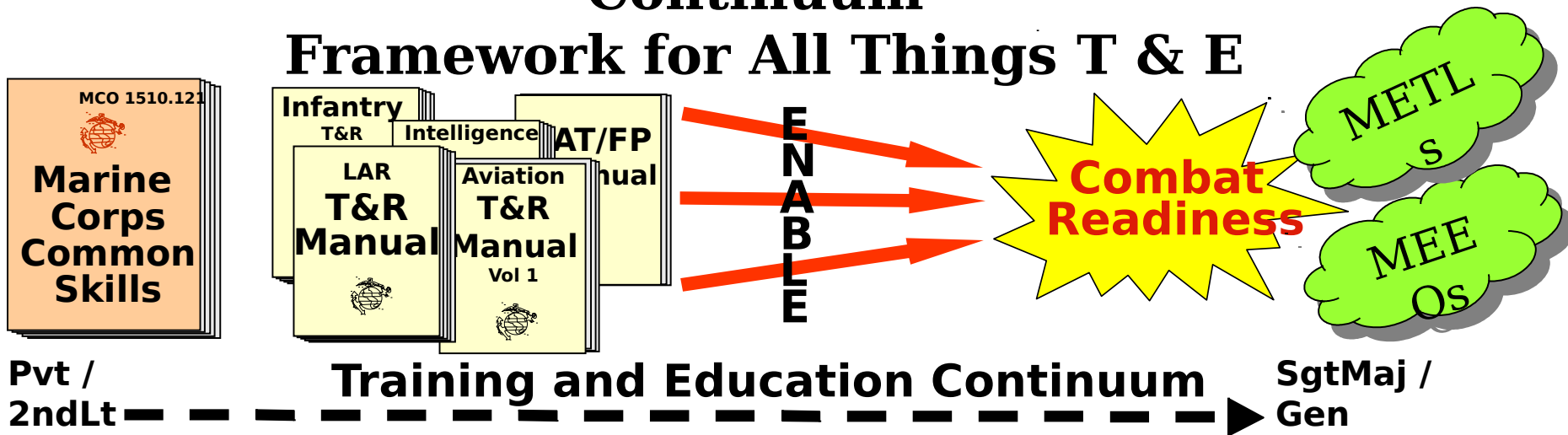
# **TRAINING AND EDUCATION INITIATIVES**

*Road Maps & EPME/T*

May 2004

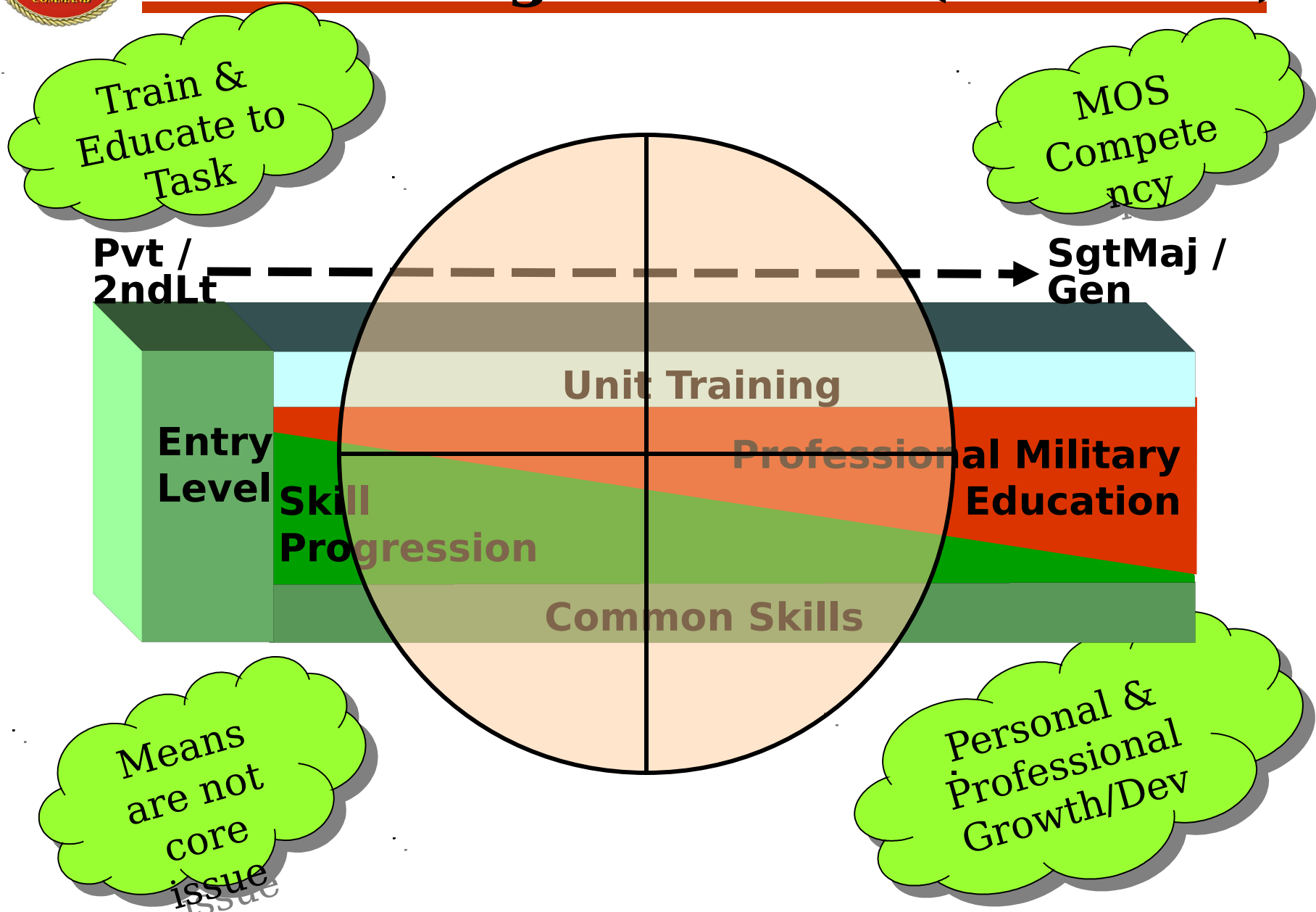
BGen Flynn

# Continuum Framework for All Things T & E





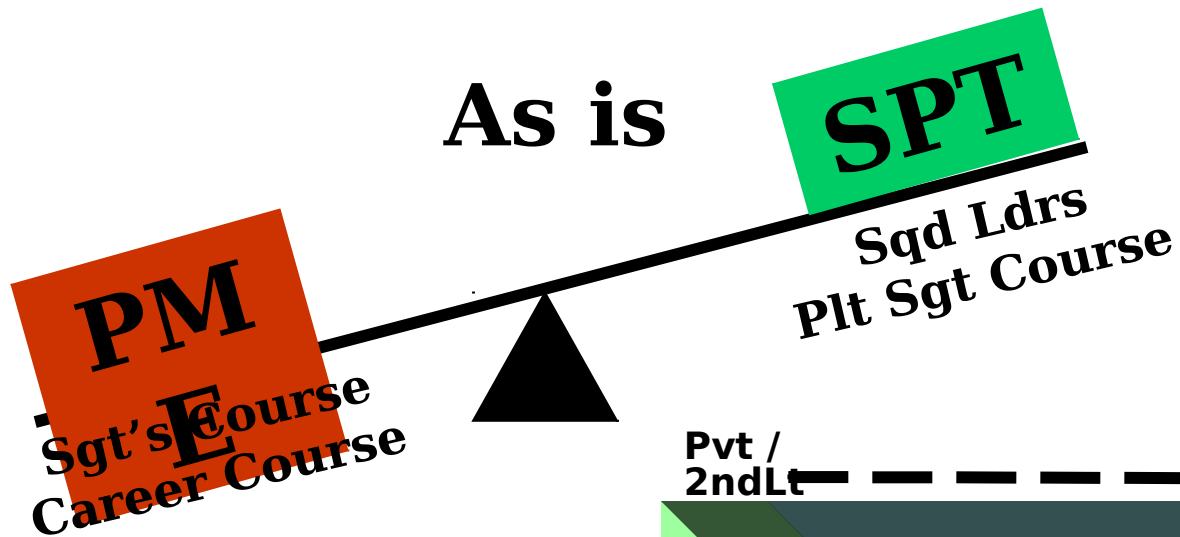
# All Things Evaluated Through the Continuum Sight Picture (Endstate)



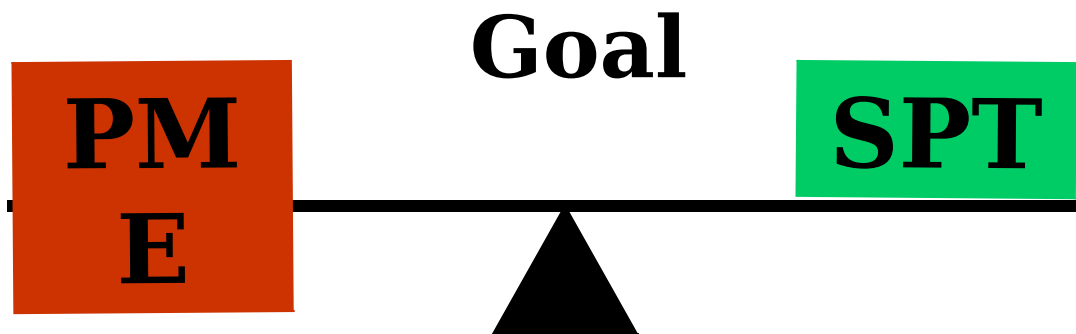
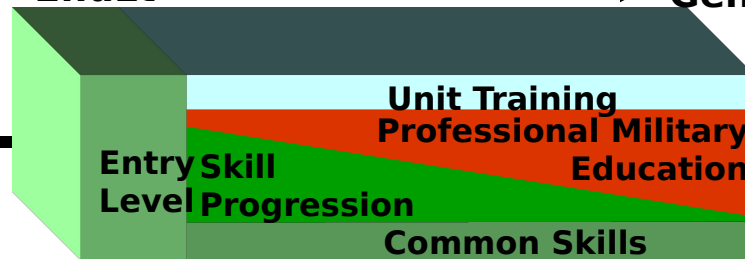


# PME/T

## Currently Out of Balance

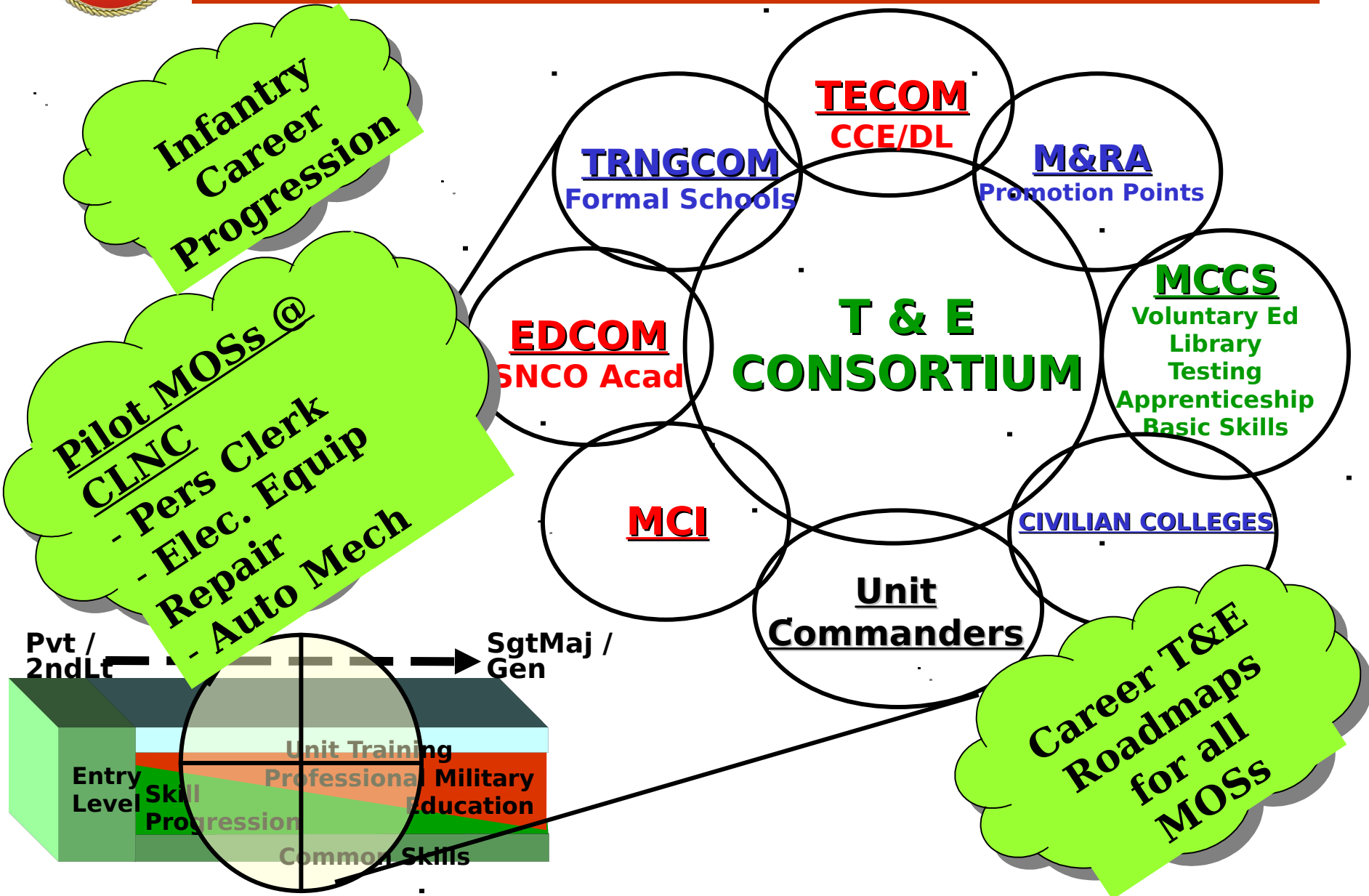


Pvt / 2ndLt —————→ SgtMaj / Gen





# T & E Consortium (Means)





# Infantry Career Progression

---

## Infantry Operations Chiefs Course

- 3 classes completed to date
- Course refinement continues

## Infantry Unit Leaders Course

- Pilot course completed
- Course refinement continues
- Resident PME credit given
- Next course scheduled 17 Jul 04 at SOI(E)

## Infantry Squad Leaders Course

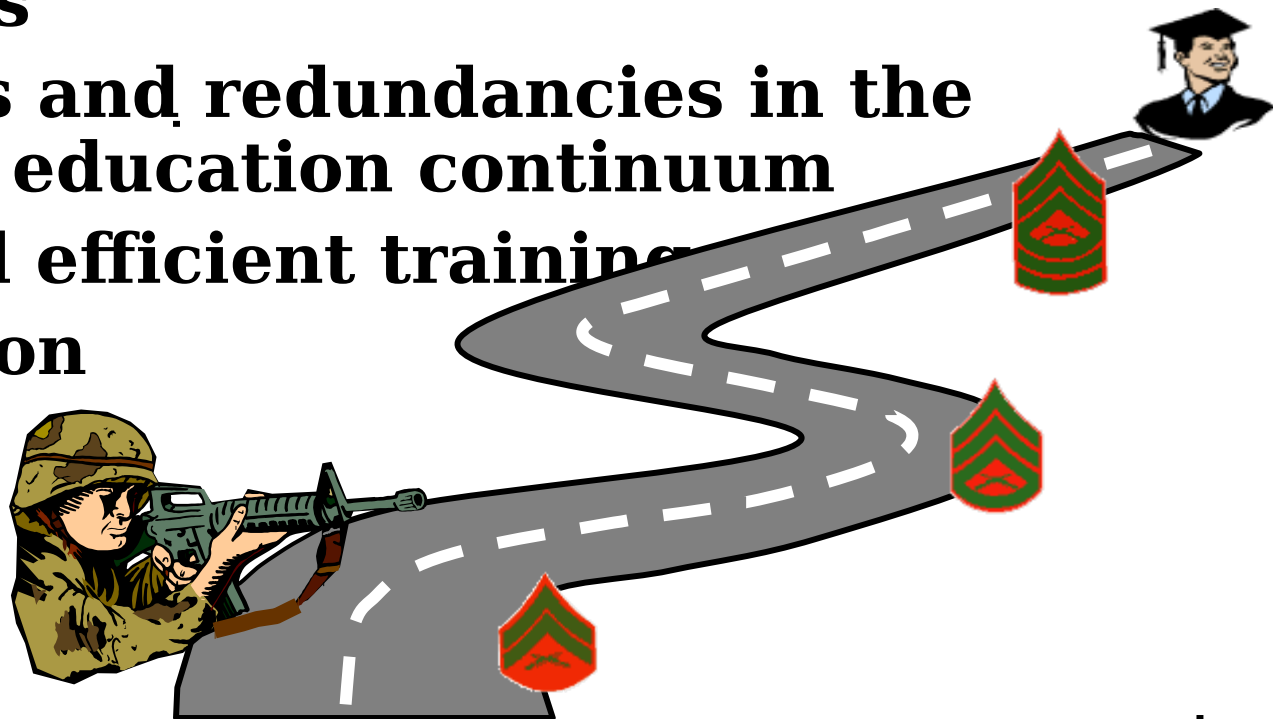
- Draft course outline complete
- Results of EPMET review required to complete POI
- Revised pilot course scheduled for FY 05



# Why Roadmaps?

---

- **Provide an easily understandable guide that:**
  - Identifies professional skills required by rank
  - Identifies where/how acquire those skills
- **Highlight available civilian education opportunities**
- **Identify gaps and redundancies in the training and education continuum**
- **Effective and efficient training and education**





# MOS Roadmaps

---

- 140 draft roadmaps received to date
  - 87 additional roadmaps due in April 04
  - Will cover 88% of Marine Corps population
- Way ahead
  - Continue review of submissions
  - Refinement conference scheduled for late May
  - Continuing actions
    - Course modification
    - Roadmaps posted online
  - Integrate EPMET review

**Added Benefit : 200+ man/year savings in P2T2 identified to date as part of roadmap review process. Potential for more.**



# Transition Guidance

---

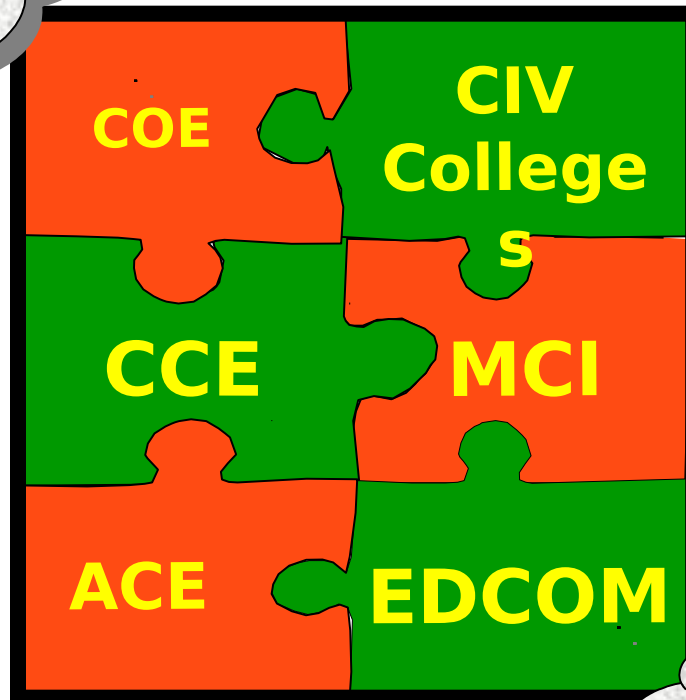
- Map core competencies by rank and MOS
- Identify gaps and redundancies
  - Fill or mitigate gaps
  - Eliminate redundancies
- Eliminate competition between PME and Skill Progression Training
- Develop best “delivery” method for each MOS/rank



# Enablers

---

**Personal &  
Professional  
opportunities**



**Competency**



# 0121

## Sergeant



### MOS

- Attend Intermediate Personnel Admin Course (IPAC) (Cpl-SSgt)
- Attend Reserve Administration Course (RAC) -If Reserve or I&I duty
- WO package if desired (8 yrs)
- Advanced Personnel Admin Course (APAC) is required only if

### PME Applying for WO

- Attend Sergeant's Course (Resident)
- Complete MCI (7100) SNCO Career Distance Education

### Program

- Complete 1 MCI (Designated by SNCOIC)
- Continue the Commandant's Reading List Program

### VOLUNTARY EDUCATION

- The following college courses are recommended to complete the A.A.S Degree in Office Systems Technology at Coastal Carolina Community College:
  - CIS 120 Business Law I
  - OST 286 Professional Development
  - OST 289 Office Systems Management
  - PSY 118 Interpersonal Psychology
- If recommended PME is complete, the remaining credits for the Coastal Carolina Community College A.A.S. may be awarded towards core credit requirements and electives, based upon the American Council on

### DUTY

#### Education

- Recommend one of the following duty assignments:
  - Section Chief (PAC)
  - Admin Clerk (MFL/MFP, MEF, RS, MCD)

### SPECIAL DUTY

- Recommend one of the following duty assignments:
  - I&I Staff Tour
  - "B" Billet

0121-0193 Road Map



# 3521

3<sup>rd</sup> Year

## Corporal



### • MOS

- Attend additional MOS school:
  - Automotive Intermediate Maintenance Course (3522), if required
- Complete Advanced MOS school Motor Transportation Career

### • PME

- Course (MTCC) for Corporal and Sergeant's
- Complete the Corporal's Course (Resident)
- Complete 2 MCI courses
  - MCI (8010) Sergeants Distance Education Program
  - MCI (3525) Automotive Fuel & Exhaust Systems

### • VOLUNTARY EDUCATION

- Read 2 books from the Commandant's Reading List
- Take Automotive Service Excellence test (ASE Certification)
- Continue with following college courses in the certificate program:
  - AUT 112 Auto Shop Management
  - AUT 131 Drive Trains
  - AUT 141 Suspension & Steering System
  - AUT 151 Brake Systems

### • DUTY

- Operating Forces/Supporting Establishment

### • SPECIAL DUTY

- Not recommended until the rank of Sergeant

3521-3529 Road Map



# Incentives

---

- Targeted promotion points
- MOS designation
- College degree
- Certification



# End State

---

Seize  
Major  
Opportunity

- PME/T sets condition for success in service
- Increased Combat Readiness
- Potential Manpower & Training Day Savings
  - Efficiencies gained through Manpower
- Better Marine; Better Combat
- Recruiting / Retention

**By Product**  
- Associate  
Degree  
- Apprenticeships  
- Bachelor  
Degree



# EPMET Review

---

- Collaborative TRNGCOM and EDCOM effort
  - Cpl – Sgt training and education requirements identified
    - To operating forces and supporting establishment for comment in late April
    - SSgt – GySgt Training and Education requirements being identified
  - Way Ahead
    - Complete identification of requirements (Spring 04)
    - Validation from operating forces (Summer 04)
    - Integration with MOS requirement (Summer – Fall 04)
    - Modification of curricula and courses



# Way Ahead

---

- Continue on course
- Execute awareness campaign
  - CMC kick off
    - Coordinated public affairs effort by HQMC
  - Detailed brief by TECOM